


National Oceanic and Atmospheric Administration
National Environmental Satellite, Data and Information Service
Policy Statement on Equal Employment Opportunity and Diversity Management

The National Environmental Satellite, Data and Information Service (NESDIS) is responsible for the delivery of accurate, timely, and reliable satellite observations and integrated products and the provision of long-term stewardship for global observations data in support of the NOAA mission. NESDIS must fulfill this mission while ensuring that all employees and applicants are treated with fairness and equity in all aspects of employment. It is the policy of NESDIS that all employees will have the opportunity to work, receive training, advance, and enjoy all employment benefits without regard to the protected bases of race, national origin, color, gender, age, religion, disability, reprisal or sexual orientation.

Discrimination and harassment of any kind will not be tolerated. Employment discrimination is an unlawful practice typified by employment decisions being made based on factors other than merit. Harassment is defined as any unwelcome verbal or physical conduct based on one of the protected bases that creates a hostile work environment. Employees or applicants for employment who believe that they are the victims of discrimination or harassment should contact the NESDIS EEO & Diversity Program Office or the NOAA Civil Rights Office for assistance. An EEO discrimination complaint can be filed with the NOAA Civil Rights Office within 45 days of the alleged discriminatory act.

NESDIS also recognizes and values diversity in all its forms as being crucial to the successful accomplishment of the mission and to the personal and professional growth of the workforce. Diversity management at NESDIS is a long-term strategy aimed at bringing in and encouraging a diverse range of individuals to reach their full potential, to contribute their talents to mission accomplishment and to promote a work environment where the differences and similarities of each person are respected and valued.

As NESDIS Assistant Administrator, I am firmly committed to the principles of equal employment opportunity and diversity in our workforce. Total inclusion and equity must be the goal of every employee, supervisor, and manager. With your ongoing support and demonstrated commitment to equal opportunity and workforce diversity, NESDIS will continue to enjoy the benefits of an inclusive and discrimination-free environment.


Gregory W. Withers, Assistant Administrator, NESDIS

Date: 4 November '05